

**North County Transit - San Diego Railroad (NCTD)**  
**FY 2026 CLASSIFICATION SALARY RANGE TABLE (July 1, 2025 - June 30, 2026)**

Class No	POSITION CLASSIFICATIONS	HOURLY SALARY RANGE			ANNUAL SALARY RANGES		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>A01</b>	<b>CLASS SALARY RANGE</b> ..... Intern	\$16.44	\$19.73	\$23.02	\$34,203.42	\$41,044.10	\$47,884.78
<b>A02</b>	<b>CLASS SALARY RANGE</b> ..... Receptionist	\$18.28	\$21.94	\$25.59	\$38,024.00	\$45,628.79	\$53,233.58
<b>B01</b>	<b>CLASS SALARY RANGE</b> ..... Customer Experience Assistant	\$18.57	\$23.12	\$27.68	\$38,616.76	\$48,094.42	\$57,572.08
<b>B02</b>	<b>CLASS SALARY RANGE</b> ..... Accounting Technician I Administrative Assistant Eligibility and Administrative Coordinator Fare Revenue Specialist Human Resources Coordinator Payroll Assistant Senior Customer Experience Assistant	\$22.01	\$27.52	\$33.02	\$45,790.60	\$57,232.47	\$68,674.33
<b>B03</b>	<b>CLASS SALARY RANGE</b> ..... Accounting Technician II Grants Analyst Paratransit Scheduler Payroll Specialist I Senior Administrative Assistant Technical Writer Transit Clerk	\$24.66	\$31.23	\$37.80	\$51,283.06	\$64,953.40	\$78,623.72
<b>B04</b>	<b>CLASS SALARY RANGE</b> ..... Help Desk Administrator I Information Technology Technician I Lead Rail Overhaul Technician Payroll Specialist II Rail Overhaul Technician	\$30.77	\$39.58	\$46.15	\$63,993.49	\$82,319.91	\$95,990.23
<b>B05</b>	<b>CLASS SALARY RANGE</b> ..... Help Desk Administrator II Information Technology Technician II	\$37.31	\$48.49	\$59.68	\$77,596.69	\$100,861.00	\$124,125.30
<b>C01</b>	<b>CLASS SALARY RANGE</b> ..... Asset Administrator I Assistant Manager, Customer Service	\$30.53	\$38.17	\$45.80	\$63,508.02	\$79,385.03	\$95,262.03

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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	Graphic Communication Designer						
	Human Resources Specialist						
	Information Technology Project Coordinator						
	Management Analyst I						
	Operations Instructor						
	Planner						
	Quality Control Supervisor						
	Real Estate Administrator						
	Staff Accountant						
<b>C02</b>	<b>CLASS SALARY RANGE.....</b>	\$32.85	\$41.05	\$49.25	\$68,318.56	\$85,376.14	\$102,433.71
	Administrative Analyst						
	Engineering Technician I						
	Grants Coordinator/Government Affairs						
	IT Software Training Specialist						
	Marketing & Communications Associate I						
	Procurement Contracting Officer						
	Quality Assurance/Quality Control Specialist						
	Senior Accountant I						
	Senior Planner						
	Senior Quality Control Supervisor						
	Senior Real Estate Administrator						
	Senior Right of Way Coordinator						
	Systems Engineer I						
<b>C03</b>	<b>CLASS SALARY RANGE.....</b>	\$38.35	\$49.01	\$59.68	\$79,771.19	\$101,948.25	\$124,125.30
	Asset Administrator II						
	Engineering Technician II						
	Executive Assistant/Deputy Clerk						
	Field Safety Specialist						
	General Services Supervisor						
	Human Resources Business Partner						
	Labor Relations Specialist						
	Maintenance Supervisor						
	Management Analyst II						
	Operations Supervisor (All)						

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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	Project Analyst						
	Recruiter						
	Senior Accountant II						
	Senior Financial Analyst						
	Senior Graphic Communications Designer						
	Senior Marketing and Communications Associate						
	Senior Procurement Contracting Officer						
	Senior Strategic Planner						
	System Safety & Compliance Inspector						
	Systems Engineer II						
	Training Analyst						
<b>C04</b>	<b>CLASS SALARY RANGE.....</b>	<b>\$39.76</b>	<b>\$53.16</b>	<b>\$66.56</b>	<b>\$82,706.06</b>	<b>\$110,576.33</b>	<b>\$138,446.61</b>
	Business Intelligence Analyst						
	Paralegal						
	Principal Contracting Officer						
	Project Manager						
	Senior Human Resources Business Partner						
	Senior Operations Instructor						
	Senior Project Analyst						
	Senior Systems Engineer I						
	Senior Trainer						
	Senior Training Analyst						
	Technical Trainer						
	Telecommunications Engineer						
	Transit On-Boards Systems Technician						
<b>C05</b>	<b>CLASS SALARY RANGE.....</b>	<b>\$46.79</b>	<b>\$63.69</b>	<b>\$81.59</b>	<b>\$97,314.24</b>	<b>\$132,484.69</b>	<b>\$169,715.14</b>
	Architect I						
	Civil Engineer I						
	Drug & Alcohol Program Administrator						
	Facilities Engineer						
	Program Manager						
	Rail Structures Engineer						
	Safety Trainer						
	Senior Network Engineer						

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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	Senior Quality Control Supervisor - Signals						
	Senior Systems Engineer II						
	Supervisor of Rail Operations						
	Supervisor, Maintenance of Equipment						
	System Safety Specialist (All)						
	Technical Manager-Train Control Systems						
<b>C06</b>	<b>CLASS SALARY RANGE.....</b>	\$58.69	\$76.29	\$93.90	\$122,073.10	\$158,692.82	\$195,312.53
	Architect II						
	Civil Engineer II						
	Program Network Operations Manager						
	Senior Rail Engineer						
	Senior Systems Engineer III						
<b>D01</b>	<b>CLASS SALARY RANGE.....</b>	\$42.70	\$57.27	\$71.84	\$88,807.40	\$119,121.62	\$149,435.83
	Maintenance of Way Supervisor						
	Manager (All)						
	Principal Management Analyst						
<b>D02</b>	<b>CLASS SALARY RANGE.....</b>	\$58.69	\$76.29	\$93.90	\$122,073.10	\$158,692.82	\$195,312.53
	Manager (Operations - All)						
<b>D03</b>	<b>CLASS SALARY RANGE.....</b>	\$66.10	\$86.85	\$107.60	\$137,496.88	\$180,648.46	\$223,800.04
	Controller						
	Director (All)						
	Staff Attorney (All)						
<b>E01</b>	<b>CLASS SALARY RANGE.....</b>	\$73.53	\$97.41	\$121.29	\$152,940.91	\$202,605.59	\$252,288.81
	Deputy Chief (All)						
	Senior Legal Counsel						
<b>E02</b>	<b>CLASS SALARY RANGE.....</b>	\$101.41	\$122.15	\$152.12	\$210,935.78	\$254,081.73	\$316,403.66
	Chief Development Officer						
	Chief Financial Officer						
	Chief of Staff						
	Chief Operating Officer						
	Chief People Officer						
	Deputy General Counsel						
	Signal Project Manager						
	Strategic Financial & Business Management Advisor						

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<b>E03</b>	<b>CLASS SALARY RANGE</b> ..... Deputy Chief Executive Officer	\$109.85	\$135.65	\$171.35	\$228,481.75	\$282,141.77	\$356,401.81
<b>BOARD -GC</b>	<b>CLASS SALARY RANGE</b> ..... Deputy Chief Executive Officer /Chief General Counsel	\$116.85	\$142.10	\$179.51	\$217,780.87	\$295,577.09	\$373,373.32
<b>BOARD-CEO</b>	<b>CLASS SALARY RANGE</b> ..... Chief Executive Officer	\$135.99	\$176.78	\$217.58	\$282,851.21	\$367,708.78	\$452,566.36

Revision Date:

Adoption Date:

**Total Count 122**

**North County Transit - San Diego Railroad (NCTD)**  
**REVISED FY 2026 CLASSIFICATION SALARY RANGE TABLE (July 1, 2025 - June 30, 2026)**

Class No	POSITION CLASSIFICATIONS	HOURLY SALARY RANGE			ANNUAL SALARY RANGES		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>RA01</b>	<b>CLASS SALARY RANGE.....</b>	\$16.44	\$19.73	\$23.02	\$34,203.42	\$41,044.10	\$47,884.78
<b>RA02</b>	<b>CLASS SALARY RANGE.....</b>	\$18.28	\$21.94	\$25.59	\$38,024.00	\$45,628.79	\$53,233.58
<b>RB01</b>	<b>CLASS SALARY RANGE.....</b> Control Center Technician Facility Maintenance Technician I Facility Custodian Facilities Technician I (Bus Ops) Reservationist Train Attendant (SPRINTER Ops) Warehouse Clerk	\$18.57	\$23.12	\$27.68	\$38,616.76	\$48,094.42	\$57,572.08
<b>RB02</b>	<b>CLASS SALARY RANGE.....</b> Coach Operator Code Compliance Inspector Demand Response Driver Facility Maintenance Technician I Lead Fleet Servicer Maintenance Clerk	\$22.01	\$27.52	\$33.02	\$45,790.60	\$57,232.47	\$68,674.33
<b>RB03</b>	<b>CLASS SALARY RANGE.....</b> Demand Response Dispatcher Facility Maintenance Technician II Facilities Technician II (Bus Ops) Road Supervisor / Dispatch Supervisor Train Operator (SPRINTER Ops)	\$24.66	\$31.23	\$37.80	\$51,283.06	\$64,953.40	\$78,623.72
<b>RB04</b>	<b>CLASS SALARY RANGE.....</b> Assistant Dispatcher Assistant Signal Maintainer Body Technician III Conductor (COASTER) Electronics Technician Facility Maintenance Technician III Facility Maintenance Technician III Lead Facilities Technician III (Bus Ops) Fleet Technician II Fleet Technician III Heavy Equipment Operator I Material Handler/Driver MOE Technician (COASTER) MOE Technician (SPRINTER) Operations Control Supervisor Overhaul and Repair Mechanic Track Maintainer Track Maintainer Foreman	\$30.77	\$39.58	\$46.15	\$63,993.49	\$82,319.91	\$95,990.23

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<b>RB05</b>	<b>CLASS SALARY RANGE.....</b>	\$37.31	\$48.49	\$59.68	\$77,596.69	\$100,861.00	\$124,125.30
	Equipment Operator Foreman						
	Heavy Equipment Operator II						
	Locomotive Engineer (COASTER)						
	Rail Systems & Communications Technician						
	Signal Inspector						
	Signal Maintainer						
	Track Inspector						
	Track Welder						
	Train Dispatcher						